

DRAFT
PRESIDENTS MESSAGE FOR
JANUARY 2010

This year was a record for the amount and number of WELLNESS checks paid to employees. I want to thank each of you for your efforts to come to work. Especially for being here when you were feeling just a little sick and it was tempting to think about taking a day off with sick pay. This year, 255 employees received a full WELLNESS check. An additional 171 employees received a partial check. This is a total of 426 employees. The amount of money paid out is just under a half million dollars. In my judgement, this is a measure of how much we appreciate our jobs and desire to do a quality job. You have heard this before but the best way we have to keep our jobs is to do the best we can and keep our customers feeling they have a valuable resource and a dedicated workforce at IPP. I believe the number of WELLNESS checks is a strong indicator of our commitment to doing our jobs the best we can.

During the coming months you will notice some new and perhaps strange activity in the plant. This activity is to study and determine the feasibility of burning some alternative fuels. The goal is to see if there is a way to reduce our carbon footprint with modifications and/or new construction. As most of you are aware, California has issued some very aggressive statements about how they will reduce their reliance on fossil fuels in the next few years. Both the California participants and the project owners, IPA, want to keep this plant running and ensure that it is an asset long into the future. To do this, considerable money will be spent to evaluate what can be done to make this a long-term electrical producer that can meet the requirement for sending energy to California and to meet the needs of Utah and other customers.

I believe this will be an exciting time and also a time of some new challenges. Please remember that the end goal, as stated by our largest customers and the owners is to keep this plant viable is something that we all want. Your help and support will be greatly appreciated as we move down this path.

OTHER IDEAS:

COMMENTS ABOUT THE NEW SECURITY SYSTEM.

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